

COVID 19 Vaccination Policy FAQs

1. If I work from home, am I still required to comply with this policy?
 - a. Any position that occasionally works at a UAMS campus, even those that are hybrid positions (combination of remote and on-campus) must comply with the vaccination policy. Only positions, which are identified by UAMS Senior Leadership as being 100% telework/remote work, may be exempt from this policy.
2. Are contractors, non-employees, and students included in this policy?
 - a. Yes, all UAMS employees and non-employees are required to comply with this policy. This includes contractors, academic visitors, and other non-employees, as well as student employees.
3. I do not provide patient care, why am I required to have a vaccination?
 - a. In January 2022, the Supreme Court upheld the ruling issued by the Centers for Medicare and Medicaid Services (CMS). The rule requires that *employees, regardless of clinical responsibility or patient contact, at all hospitals and health care institutions* across the country be fully vaccinated for COVID-19 by March 15, 2022.
4. Do newly hired employees need to show proof of vaccination on their first day of work?

****For New Healthcare Personnel (HCP) After February 14, 2022:**

- a. All applicants for hire as an HCP will be asked to identify their COVID vaccination status.
- b. Any offer to hire an individual as an HCP after February 14, 2022, will be contingent on the individual's compliance with the Covid-19 Vaccination Policy, 3.3.02.
- c. Any new HCP after February 14, 2022, must provide one of the following:
 - i. Acceptable proof that the individual received either (1) the first dose of a Multi-Dose Vaccine or (2) the only dose of a Single-Dose Vaccine. If the individual received a Multi-Dose Vaccine, the second dose must be received within thirty (30) days of hire; or
 - ii. Acceptable proof that the individual submitted a request for Medical Exemption or Religious Exemption to SEHS upon hire. The submission to SEHS must be made within thirty (30) days of hire.
- d. Any new HCP after March 15, 2022, must provide one of the following:
 - i. Acceptable proof that the individual received either (1) both doses of a Multi-Dose Vaccine or (2) the only dose of a Single-Dose Vaccine; or
 - ii. Acceptable proof that the individual submitted a request for Medical Exemption or Religious Exemption to SEHS upon hire. New HCP must submit either acceptable proof of vaccination or submit a request for an exemption within thirty (30) days of the date the offer is made, or the offer will be rescinded.

Please note, new hires are not allowed to start working prior to having the approval on file.

- e. Acceptable forms of proof include (1) a vaccination record card (or a legible photo of the card), (2) documentation of vaccination from a health care provider or electronic health record, (3) a state immunization information system record, or (3) a copy of the Medical Exemption or Religious Exemption Form submitted to SEHS.
 - f. Per the Covid-19 Vaccination Policy, 3.3.02, HCP is defined as all UAMS clinical and non-clinical employees and non-employees, paid or unpaid, including volunteers, students, trainees, and contractual staff not employed by UAMS.
5. I received a vaccine that is not the Pfizer, Moderna, or Johnson & Johnson vaccine. Am I considered “fully vaccinated” per UAMS policy?
 - a. UAMS recognizes vaccines on the WHO approval list. If a person received a vaccine, not on this list, or if you have questions about acceptable vaccines, please contact Student & Employee Health Services (SEHS) at 501-686-6565.
 6. Why is UAMS requiring employees to receive the Covid 19 vaccination(s) now?
 - a. In January 2022, the Supreme Court recognized The Centers for Medicare & Medicaid Services (CMS) authority to set a consistent COVID-19 vaccination standard for workers in facilities that participate in Medicare and Medicaid. This CMS standard requires employees at all hospitals and health care institutions across the country to be fully vaccinated for COVID-19 by March 15, 2022. Failure to comply may result in fines and the loss of CMS funding, which in the case of UAMS is more than \$600 million a year. Loss of this money would force us to close programs in all of our mission areas.
 7. If I decide to resign due to this new policy, will I be eligible for rehire?
 - a. Yes, as long as you can meet the requirements of our COVID-19 Vaccination Policy 3.3.02.
 8. If I decide to resign, what form should I complete to start the resignation process?
 - a. You should complete the [Voluntary Resignation Notice and Supervisor Acceptance](#) form. You will also need to go into ESS to notify Human Resources of your resignation date. This will begin the separation process.
 9. If I decide to resign, will I be eligible for unemployment benefits?
 - a. UAMS does not make determinations regarding unemployment insurance. You will need to contact the Division of Workforce Services with questions about unemployment benefits.
 10. I have a health or religious exemption from the vaccine(s). Do I still have to receive the vaccination?
 - a. Please fill out an exemption form with SEHS [by clicking here](#). The exemptions forms can be found under the “Resources” section near the bottom of the page. Once completed, SEHS will review, and make a determination on your request.

11. Who do I contact to schedule an appointment to receive the vaccine?
 - a. Those who are unvaccinated can receive their vaccines at the UAMS Vaccine Clinic at 401 South Monroe Street from 7:30 a.m. to 4 p.m., Monday through Friday. We will be offering the two-shot Moderna and Pfizer vaccines as well as the one-shot Johnson and Johnson.
 - b. Please be sure to complete the online consent within 48 hours of getting in line to receive the vaccination. The consent form can be located [here](#).

12. I received my vaccine(s) from my pharmacy or external provider; does SEHS have a record of this?
 - a. If you received your vaccine outside of the SEHS clinic, please forward documentation to studentandemployeehealth@uams.edu.

13. What will be my termination date if I do not comply with the vaccination mandate?
 - a. If you choose not to receive the vaccine(s) by March 15, 2022, you will be placed on an unpaid leave of absence and not allowed to work until you meet the vaccination requirements. If you continue to remain out of compliance, our voluntary termination date will be April 15, 2022.

14. Will I receive compensation for becoming vaccinated?
 - a. Employees will not receive any additional compensation for being vaccinated.

15. Do I have to comply with this mandate since the State of Arkansas has filed a suit against the Federal government?
 - a. On January 14, 2022, CMS provided guidance for the Interim Final Rule (IFR) - Medicare and Medicaid Programs; Omnibus COVID-19 Health Care Staff Vaccination. The Final Rule requires all Medicaid-Certified Providers and Suppliers that are regulated under Conditions of Participation to ensure that all applicable staff are vaccinated for COVID-19. Every UAMS Facility is a Medicaid-Certified Provider. Congress has given CMS broad statutory authority to establish health and safety regulations, which includes the authority to establish vaccination requirements. This decision was upheld by the Supreme Court.

Our policy was created to comply with the IFR, with approved exemption from the Arkansas Legislative Council. Any ambiguity in the language of this policy should be resolved in a manner that complies with the IFR. Further, UAMS will amend or repeal this policy as necessary should the IFR be amended or repealed.

16. Will candidates who are interviewed in person be required to show proof of vaccination before we schedule the interview?
 - a. No, this mandate is only for HCP as outlined in the COVID-19 Vaccination Policy.

17. What are the due dates when employees have to be fully vaccinated or file an exemption?

a. **Feb. 14, 2022** – This is the deadline for employees to file a religious or health exemption to the vaccine with Student and Employee Health Services (SEHS).

Feb. 14, 2022 – This is the deadline for all eligible employees to receive the first shot of their vaccine if they have not filed an exemption request.

March 15, 2022 – This is the deadline for all eligible employees to receive the second dose of the vaccine if they choose the two-dose regimen.

18. If I have an approved exemption at another hospital, will I be required to submit the UAMS exemption form?

a. If you have an approved exemption at another hospital, simply provide a copy of that approval to Student Employee Health.

REFERENCES

[CMS Ref: QSO-22-09-ALL](#)

[Covid-19 Vaccination Policy, 3.3.02](#)

[Student and Employee Health Services | UAMS Health](#)